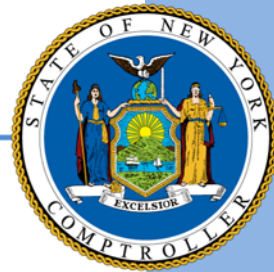


New York State Agencies' Use of Overtime

OFFICE OF THE NEW YORK STATE COMPTROLLER

Thomas P. DiNapoli, State Comptroller



April 2019

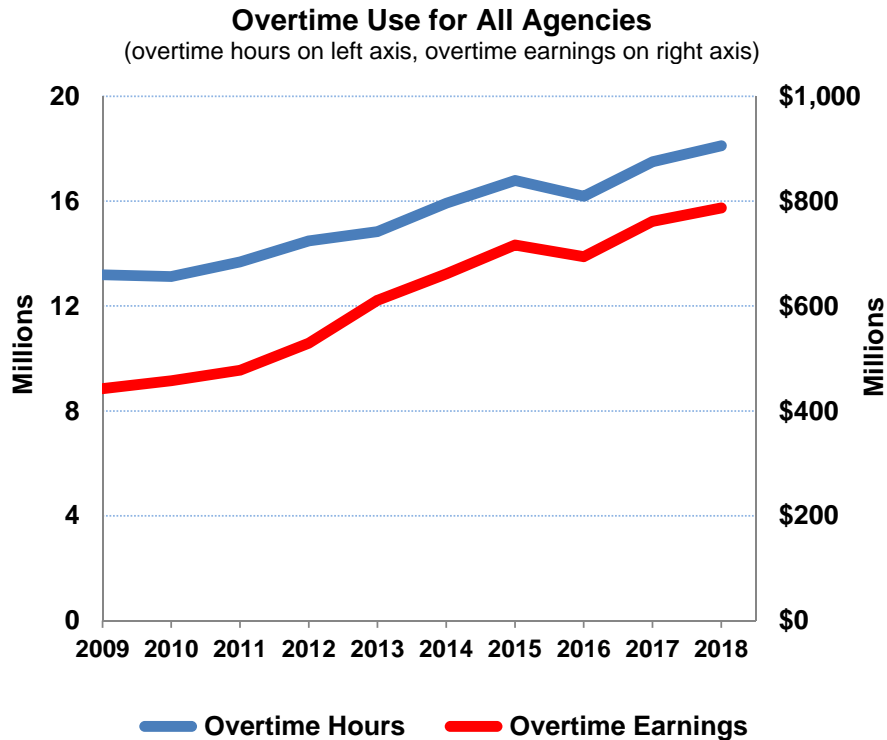
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I. Executive Summary

This report on the use of overtime by New York State agencies examines patterns over the past ten calendar years.¹ The total cost of overtime in calendar year 2018 was almost \$787 million, covering roughly 18.1 million overtime hours worked.

Figure 1



As shown in Figure 1, total overtime usage by New York State agencies increased in 2018, but at a more modest rate than in the previous year. Compared to 2017, total overtime hours went up 3.5 percent, while total overtime earnings increased 3.4 percent.

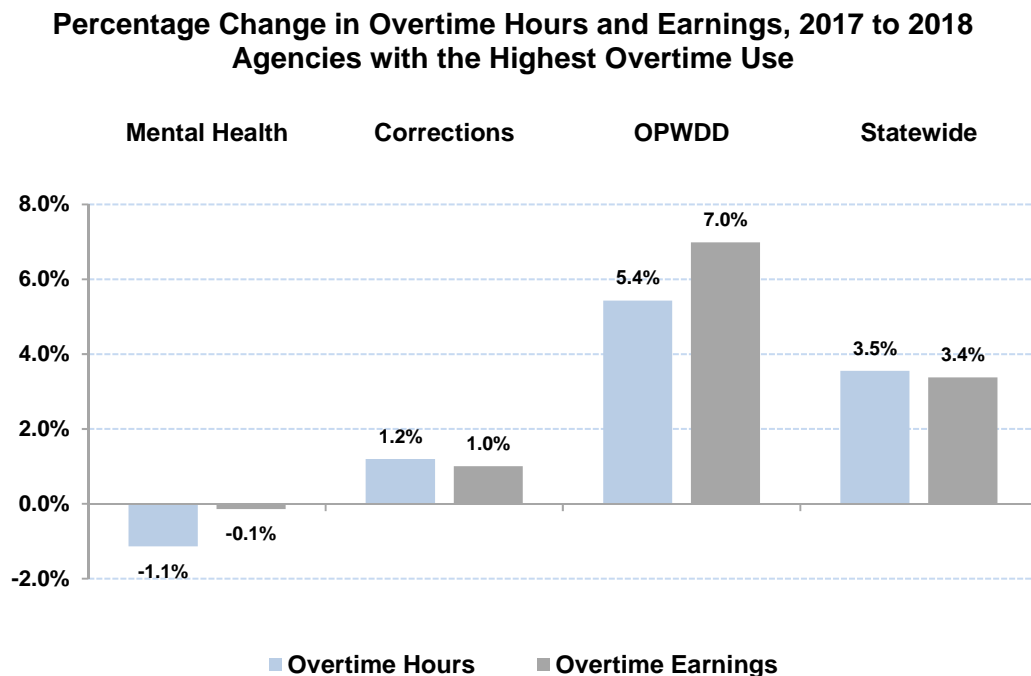
Other key findings include:

- Overtime earnings and hours in 2018 were at the highest levels of any year within the past ten years.

¹ The data used to produce this report are taken from the New York State payroll system, which is operated and maintained by the Office of the State Comptroller. Overtime usage is presented in this report on a calendar year basis. This report is based on total employee counts at the agencies, rather than Full-Time Equivalent (FTE) counts. Retroactive overtime payments are not included. With the exception of 2013, which had an extra pay period, the data generally reflect 26 two-week pay periods each year. Hours and earnings totals include payments made in pay period 27 of 2013, which consisted of the administrative payroll. Calculations of averages exclude data from this partial end-of-year pay period.

- Overtime comprised 4.7 percent of overall payroll spending in 2018, up marginally from 4.6 percent in 2017. Overtime spending has averaged 3.9 percent of total payroll from 2009 through 2018.
- Overtime hours and earnings at two of the three agencies with the highest levels of overtime usage, the Office of Mental Health (Mental Health) and the Department of Corrections and Community Supervision (Corrections), showed relatively small percentage changes from the prior year, compared to the change for State agencies overall, as shown in Figure 2. However, the third high usage agency, the Office for People With Developmental Disabilities (OPWDD), saw increases in overtime hours (5.4 percent) and pay (7.0 percent) that were well above the rates for all State agencies.

Figure 2



- The average annual number of State employees, not including the State University of New York (SUNY) and the City University of New York (CUNY), decreased slightly in 2018 and was 12.0 percent lower than in 2009. Ten major agencies have seen reductions of more than 10 percent in employee counts since 2009, with the largest decreases occurring in the Department of Labor (Labor), Office of Children and Family Services (Children & Family) and the Department of Health (Health). Some changes may be partly due to the transfer of staff between agencies and to reorganizations that have been underway during this period.

II. Overtime Use by All Agencies

Consistent with the federal Fair Labor Standards Act, State employees who are eligible for overtime compensation are paid for work performed in excess of 40 hours per week at a rate equal to one and one-half times their regular rate of pay. Not all State employees are eligible for overtime earnings.

Generally speaking, under Division of the Budget (DOB) guidelines, employees in positions allocated or equivalent to Civil Service grade 23 and above are exempt from and/or ineligible for overtime compensation.² Longstanding DOB policy regarding State agency use of overtime provides that:

It is the policy of the State that overtime work be held to a minimum consistent with the needs and requirements of sound and orderly administration of State government. The State requires supervisors to hold overtime work to such a minimum by the proper scheduling and assignment of activities, simplification of work processes and requiring compliance with realistic standards of performance. It is critical that agencies carefully review all current scheduling, standby and on-call arrangements to insure that overtime payments are consistent with this policy.³

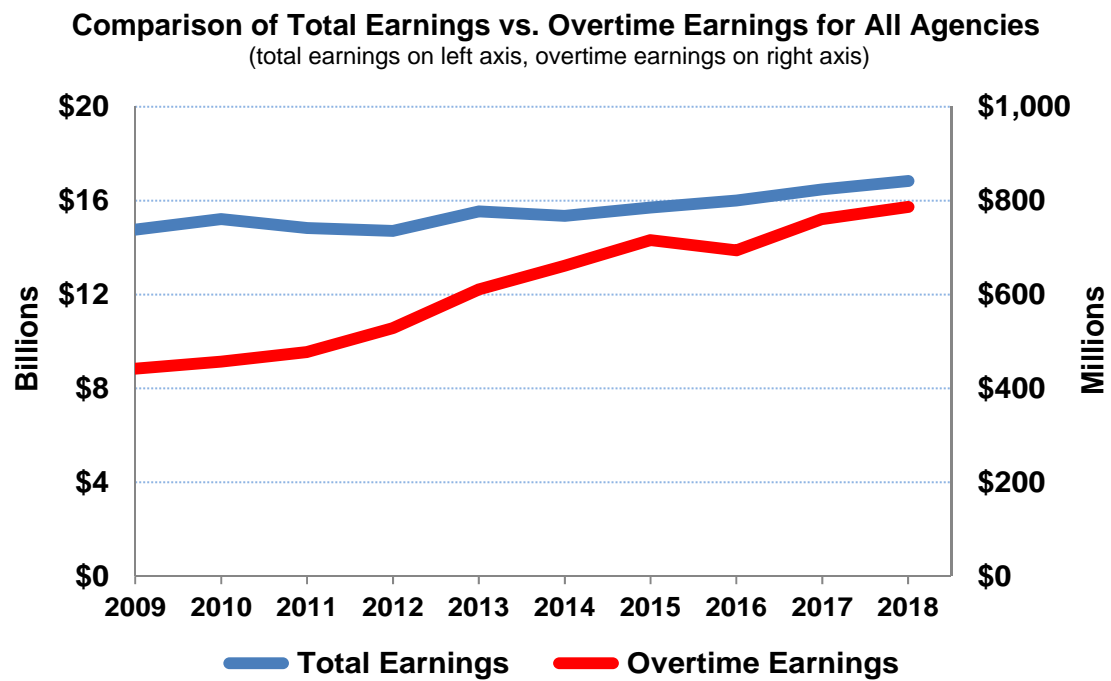
Overtime has accounted for 3.9 percent of all State payroll costs from 2009 to 2018, totaling more than \$6.1 billion.

As illustrated in Figure 3, total earnings of State employees increased in 2018 by \$356 million, or 2.2 percent, to approximately \$16.8 billion, while overtime earnings increased at a faster pace, by 3.4 percent or \$25.7 million, to almost \$787 million. Overtime earnings and hours for major agencies from 2009 through 2018 are detailed in the appendices to this report.

² See Division of the Budget, *Payment of Overtime Compensation to State Employees*, Budget Bulletin G-1024, dated July 27, 1986 at <https://www.budget.ny.gov/guide/bprm/bulletins/g-1024.html>. Effective October 26, 2012, DOB instituted a special policy through Budget Bulletin G-1034 to accommodate employee overtime compensation for work associated with Superstorm Sandy, granting commissioners and agency heads the flexibility to provide employees who were otherwise ineligible for overtime with overtime compensation for excessive hours worked for necessary preparation and response to the storm, within existing budget allocations. According to DOB's website, this budget bulletin is no longer in effect.

³ Ibid.

Figure 3



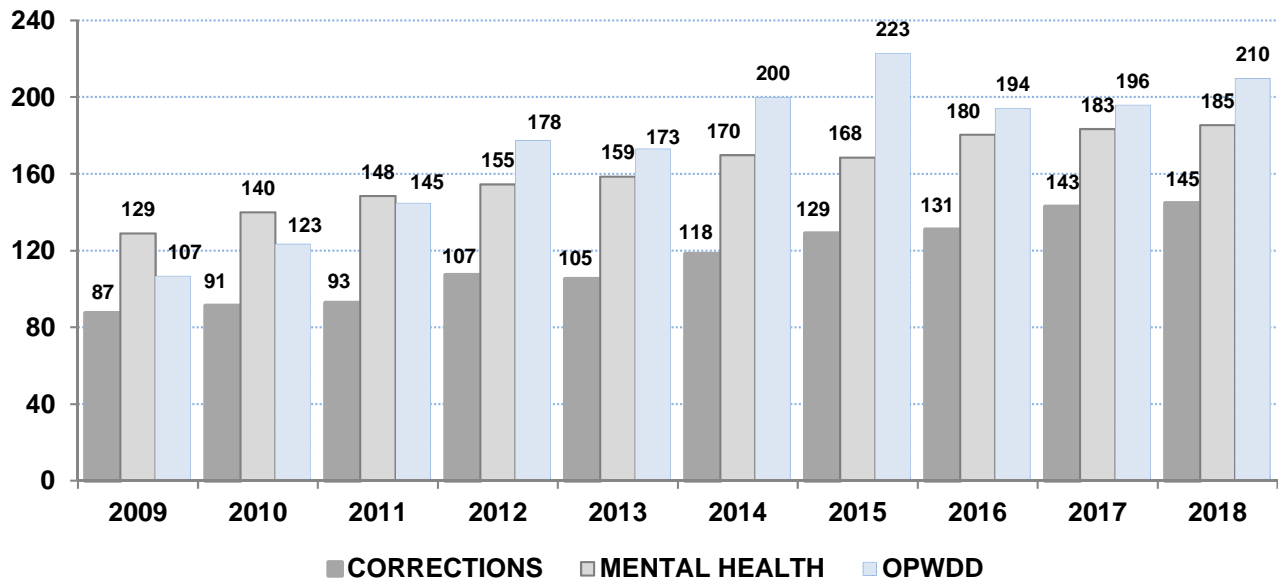
III. Agency Overtime Comparisons

The majority of overtime use in 2018 was concentrated within three agencies that manage institutional settings – OPWDD, Corrections and Mental Health. Together, these agencies accounted for 62.5 percent of the overtime hours and 60.3 percent of the overtime earnings logged by all State agencies in 2018, consistent with recent patterns.

Figure 4 shows the average number of hours of overtime per employee for each of these agencies over the past ten years. While total overtime hours decreased at Mental Health, overtime per employee increased at these agencies from 2017 to 2018. Overtime per employee at OPWDD and Corrections has increased significantly from 2009 through 2018, by 96.5 and 65.5 percent, respectively.

Figure 4

Average Annual Overtime Hours per Employee, Selected Agencies, 2009 through 2018
(total number of overtime hours per year divided by annual average number of employees per pay period)



Other major agencies where there have been particularly large changes in overtime per employee over this ten-year period include the Division of State Police (State Police) (up 96.3 percent), the Office of General Services (General Services) (up 87.7 percent), the Department of Transportation (Transportation) (up 79.5 percent), Labor (down 96.5 percent) and the Department of Taxation and Finance (Taxation and Finance) (down 61 percent).

Key measures of overtime in 2018 for major agencies,⁴ as shown in Figures 5, 6 and 7 below, are as follows:

⁴ See Appendix C for information on overtime and workforce in 2018 for certain other agencies. In other figures within this report which provide an agency-by-agency breakout, these agencies are included within the grouping “All Other Agencies.”

- **Overtime hours** – State agencies accrued 18.1 million hours of overtime in 2018, approximately 621,000 or 3.5 percent more than in 2017. OPWDD had the most total overtime, with 4.3 million hours, accounting for 23.8 percent of the total for all agencies. Total hours of overtime at Corrections were slightly lower than those at OPWDD, and Mental Health had over 2.7 million hours, or 14.9 percent of the total.
- **Overtime earnings** – In 2018, the State spent \$786.9 million on overtime earnings, an increase of \$25.7 million or 3.4 percent from 2017. As previously noted, OPWDD, Corrections and Mental Health accounted for 60.3 percent of the total overtime payroll spending by State agencies. Of the total, Corrections accounted for 28.4 percent, followed by OPWDD at 18.1 percent and Mental Health at 13.8 percent.
- **Overtime workers as a share of all agency employees** – This measure identifies the percentage of an agency's workforce that earns overtime, providing an indicator of each agency's reliance on overtime to accomplish its work. Seven State agencies had more than 25 percent of their workforce accruing overtime in 2018. Veterans' Homes had the highest share, at 53.6 percent.
- **Average pay per overtime hour** – This measure compares average hourly overtime earnings rates among agencies. The State Police paid the highest hourly rate, at \$75.67 per overtime hour. The Unified Court System (Courts) paid the next highest, at \$56.62, followed by the Department of Environmental Conservation (DEC) at \$52.13.

Figure 5 summarizes overall overtime results for major State agencies in 2018.

Figure 5

Summary of Overtime (OT) Usage at Major Agencies, 2018

(Ranked by overtime pay as share of total agency pay)

| Agency | Total OT Hours | Total OT Pay (Millions \$) | OT Employees as Share of Agency Employees | Average OT Pay per OT Hour | OT Pay as Share of Agency Pay |
|--------------------|----------------|-------------------------------|--|-------------------------------|----------------------------------|
| VETERANS' HOMES | 208,051 | \$7.8 | 53.6% | \$37.59 | 12.8% |
| OPWDD | 4,314,191 | \$142.4 | 45.5% | \$33.01 | 12.3% |
| TRANSPORTATION | 1,653,329 | \$60.2 | 41.7% | \$36.40 | 10.4% |
| CORRECTIONS | 4,311,263 | \$223.2 | 37.4% | \$51.78 | 10.1% |
| MENTAL HEALTH | 2,701,401 | \$109.0 | 34.3% | \$40.34 | 9.7% |
| STATE POLICE | 834,680 | \$63.2 | 44.7% | \$75.67 | 9.3% |
| CHILDREN & FAMILY | 273,155 | \$11.0 | 26.7% | \$40.15 | 5.2% |
| PARKS | 146,747 | \$5.7 | 13.8% | \$39.00 | 3.4% |
| GENERAL SERVICES | 109,799 | \$4.0 | 17.5% | \$36.26 | 3.2% |
| DEC | 151,820 | \$7.9 | 13.7% | \$52.13 | 3.2% |
| SUNY | 1,927,479 | \$79.2 | 9.2% | \$41.11 | 2.0% |
| COURTS | 544,735 | \$30.8 | 14.4% | \$56.62 | 1.9% |
| COMPTROLLER | 73,000 | \$2.9 | 10.7% | \$39.14 | 1.4% |
| CUNY | 412,624 | \$19.6 | 3.6% | \$47.54 | 1.3% |
| OTDA | 39,023 | \$2.0 | 8.2% | \$50.34 | 1.3% |
| HEALTH | 40,188 | \$1.7 | 3.9% | \$43.25 | 0.6% |
| TAXATION & FINANCE | 40,691 | \$1.6 | 3.7% | \$39.07 | 0.6% |
| LABOR | 3,542 | \$0.1 | 0.8% | \$41.44 | 0.1% |
| ALL OTHER AGENCIES | 327,019 | \$14.5 | 5.3% | \$44.45 | 0.7% |
| STATEWIDE | 18,112,738 | \$786.9 | 18.4% | \$43.44 | 4.7% |

Figure 6 identifies individual agencies' overtime earnings as a percentage of overtime earnings for all State agencies in 2018.⁵

Figure 6

2018 Agency Overtime Earnings as Share of Total Overtime Earnings

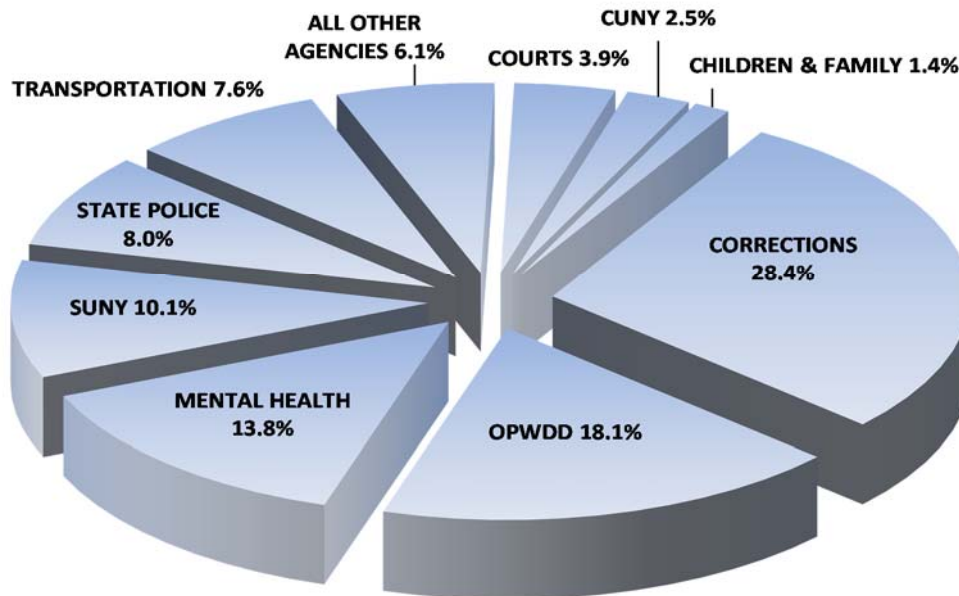


Figure 7 shows two additional measures of overtime use in 2018 – average overtime hours and average overtime earnings per pay period – for all employees who worked overtime at major State agencies, ranked by average biweekly overtime earnings.

Compared to 2017, the statewide average of overtime hours per pay period for employees who worked overtime increased 1.1 percent in 2018, and the statewide average of overtime earnings per pay period went up 1.3 percent.

In 2018, the State Police had the highest average biweekly overtime earnings among major agencies, followed by Mental Health, Corrections and CUNY. Among other factors influencing these figures, State Police and Corrections have higher overtime hourly pay rates than most other State agencies, as shown earlier in this report.

⁵ "All Other Agencies" in Figure 6 includes agencies not broken out separately in this report and the following major agencies where the agency proportion of total overtime pay was 1 percent or less: DEC; Veterans' Homes; the Office of Parks, Recreation and Historic Preservation (Parks); the Office of the State Comptroller (Comptroller); General Services; Taxation and Finance; Health; the Office of Temporary and Disability Assistance (OTDA); and Labor.

Figure 7

2018 Overtime Averages
(per pay period for employees who worked overtime)

| Agency | Hours | Earnings |
|--------------------|--------------|-----------------|
| STATE POLICE | 12.4 | \$940 |
| MENTAL HEALTH | 20.8 | \$838 |
| CORRECTIONS | 14.9 | \$771 |
| CUNY | 15.6 | \$741 |
| TRANSPORTATION | 17.8 | \$648 |
| DEC | 11.7 | \$612 |
| OPWDD | 17.7 | \$585 |
| HEALTH | 11.6 | \$504 |
| CHILDREN & FAMILY | 12.3 | \$493 |
| COURTS | 8.7 | \$491 |
| VETERANS' HOMES | 12.7 | \$478 |
| SUNY | 11.4 | \$469 |
| OTDA | 9.2 | \$465 |
| GENERAL SERVICES | 11.5 | \$416 |
| PARKS | 10.0 | \$389 |
| COMPTROLLER | 9.6 | \$377 |
| TAXATION & FINANCE | 9.2 | \$358 |
| LABOR | 5.4 | \$223 |
| ALL OTHER AGENCIES | 8.1 | \$359 |
| STATEWIDE | 14.9 | \$646 |

IV. State Workforce Trends

Since 2009, the average annual number of employees working for the State, not including SUNY and CUNY, has declined by 12 percent to just under 156,000, as illustrated in Figure 8. The workforce declined in 2018 compared to 2017 by 0.9 percent, or 1,424 employees.

These numbers are based on the agency “count,” or total number of all employees, including full-time, part-time and temporary staff per pay period throughout the year. These workforce counts are somewhat higher than the number of Full-Time Equivalent (FTE) employees.⁶ Compared to these figures, the annual numbers of FTE employees would range from 8,100 to 11,600 fewer per year from 2009 to 2018.

Figure 8

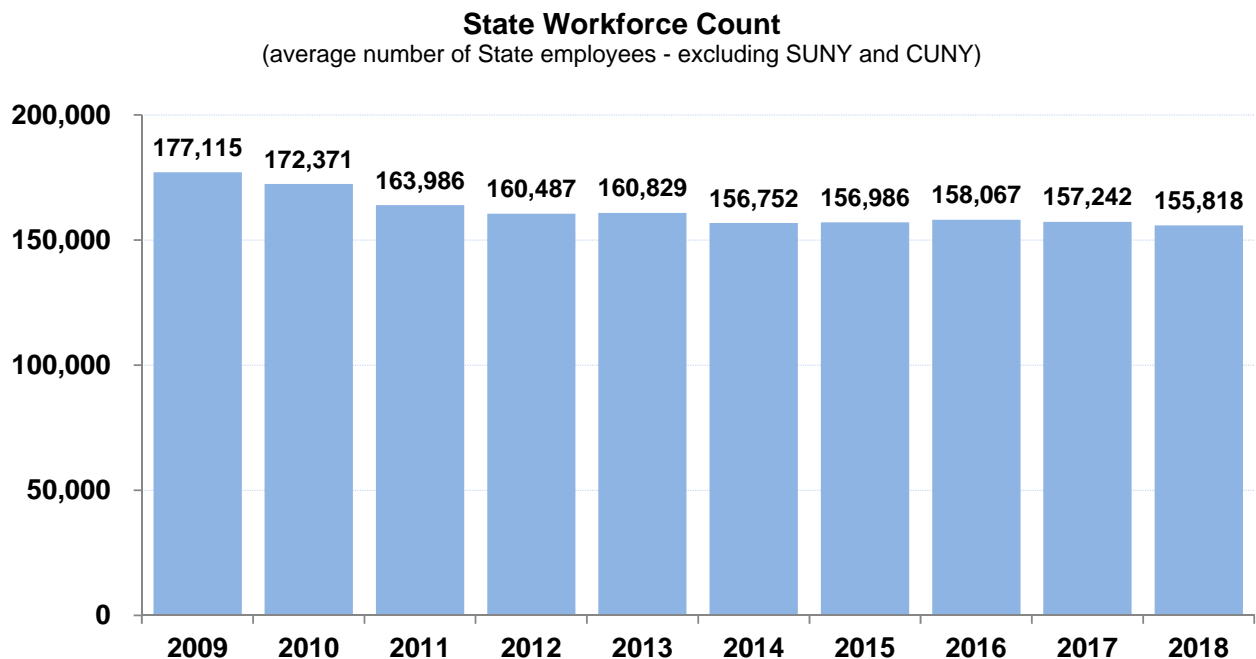


Figure 9 shows actual workforce counts on an average annual basis, by agency. The table is sorted by total workforce in 2018. Some changes may be due to the transfer of staff between agencies and to reorganizations that have been underway during this period.

Ten major agencies, several of which are among the leaders in overtime use, have seen staff reductions of more than 10 percent since 2008. The largest percentage reductions in employee counts during that period have been in Labor, Children & Family, Health,

⁶ FTE reflects a unit of measure which is equal to one filled, full-time, annual-salaried position, rather than a person. For example: one person serving in one position at 100 percent time (full-time) equals 1 FTE; two people sharing one position, each at 50 percent time (half-time) equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE; and two people serving in separate positions, each at 50 percent time (half-time) equals 0.5 FTE + 0.5 FTE, for a total of 1 FTE. In total, these examples indicate that 5 people are employed within State service, but since 4 people work half-time, only 3 FTEs are counted. See the explanation of Full-Time Equivalent at <http://openbudget.ny.gov/userGuide.html>. SUNY and CUNY are excluded from this calculation for methodological reasons, including certain changes over time in the reporting of workforce counts.

Transportation and Mental Health. During 2018, twelve major agencies saw workforce reductions while four experienced increases as compared to 2017.

Figure 9

Agency Workforce Counts 2009 – 2018
(average number of State employees)

| Agency | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | Change 2009 to 2018 |
|--------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------------|
| Major Agencies | | | | | | | | | | | |
| CORRECTIONS | 31,737 | 30,899 | 31,156 | 30,360 | 30,162 | 29,536 | 29,572 | 29,959 | 29,804 | 29,796 | (1,940) -6.1% |
| OPWDD | 24,743 | 24,027 | 23,348 | 22,672 | 22,606 | 21,214 | 20,497 | 21,098 | 20,885 | 20,586 | (4,156) -16.8% |
| COURTS | 18,675 | 18,522 | 17,448 | 16,935 | 17,166 | 16,461 | 16,629 | 16,714 | 16,719 | 16,732 | (1,943) -10.4% |
| MENTAL HEALTH | 17,759 | 17,331 | 16,681 | 15,907 | 15,717 | 15,355 | 15,326 | 15,279 | 14,902 | 14,567 | (3,192) -18.0% |
| TRANSPORTATION | 10,273 | 9,990 | 9,198 | 9,010 | 8,975 | 8,580 | 8,578 | 8,558 | 8,592 | 8,563 | (1,710) -16.6% |
| STATE POLICE | 6,032 | 5,819 | 5,511 | 5,356 | 5,456 | 5,550 | 5,679 | 5,717 | 5,817 | 5,782 | (250) -4.1% |
| TAXATION & FINANCE | 5,639 | 5,930 | 5,584 | 5,315 | 5,004 | 5,296 | 5,495 | 5,186 | 4,801 | 4,621 | (1,018) -18.1% |
| PARKS | 4,189 | 4,053 | 3,919 | 3,965 | 4,011 | 3,936 | 4,056 | 4,019 | 4,082 | 4,110 | (79) -1.9% |
| DEC | 4,344 | 4,122 | 3,813 | 3,852 | 3,705 | 3,613 | 3,607 | 3,646 | 3,672 | 3,622 | (723) -16.6% |
| HEALTH | 4,206 | 3,908 | 3,593 | 3,410 | 3,286 | 3,412 | 3,521 | 3,625 | 3,512 | 3,430 | (776) -18.5% |
| LABOR | 4,030 | 4,475 | 4,403 | 4,408 | 4,303 | 3,891 | 3,438 | 3,284 | 3,266 | 3,268 | (762) -18.9% |
| CHILDREN & FAMILY | 3,947 | 3,732 | 3,493 | 3,404 | 3,275 | 3,140 | 3,193 | 3,190 | 3,240 | 3,206 | (741) -18.8% |
| COMPTROLLER | 2,688 | 2,641 | 2,543 | 2,545 | 2,585 | 2,595 | 2,622 | 2,666 | 2,767 | 2,723 | 35 1.3% |
| GENERAL SERVICES | 1,851 | 1,690 | 1,510 | 1,455 | 1,538 | 1,683 | 1,805 | 1,908 | 2,018 | 2,100 | 248 13.4% |
| OTDA | 2,306 | 2,338 | 2,219 | 2,108 | 1,927 | 1,969 | 1,978 | 2,015 | 2,035 | 1,971 | (335) -14.5% |
| VETERANS' HOMES | 1,272 | 1,227 | 1,180 | 1,183 | 1,205 | 1,192 | 1,219 | 1,256 | 1,181 | 1,173 | (99) -7.8% |
| All Other Agencies | | | | | | | | | | | |
| ALL OTHER AGENCIES | 33,424 | 31,667 | 28,387 | 28,603 | 29,907 | 29,329 | 29,773 | 29,948 | 29,949 | 29,569 | (3,855) -11.5% |
| TOTAL - ALL STATE AGENCIES | 177,115 | 172,371 | 163,986 | 160,487 | 160,829 | 156,752 | 156,986 | 158,067 | 157,242 | 155,818 | (21,297) -12.0% |
| Universities | | | | | | | | | | | |
| SUNY | 64,727 | 64,992 | 65,206 | 67,137 | 68,121 | 67,926 | 68,691 | 70,302 | 71,217 | 70,757 | 6,030 9.3% |
| CUNY | 32,735 | 34,653 | 35,768 | 38,523 | 39,680 | 27,151 | 27,639 | 27,783 | 28,722 | 27,929 | (4,806) -14.7% |
| All Agencies and Universities | | | | | | | | | | | |
| OVERALL TOTAL | 274,577 | 272,016 | 264,960 | 266,147 | 268,630 | 251,829 | 253,316 | 256,152 | 257,181 | 254,505 | (20,073) -7.3% |

Note: Numbers may not add due to rounding.

Appendices

Appendix A

Agency Overtime Earnings – Annual Totals, 2009-2018 (in millions of dollars)

| Agency | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 10-Yr Total |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------------|
| CORRECTIONS | \$92.7 | \$103.0 | \$104.6 | \$137.3 | \$160.4 | \$180.2 | \$198.7 | \$205.0 | \$221.0 | \$223.2 | \$1,626.2 |
| OPWDD | \$69.9 | \$81.8 | \$95.1 | \$112.9 | \$124.1 | \$138.5 | \$150.0 | \$133.7 | \$133.1 | \$142.4 | \$1,181.6 |
| MENTAL HEALTH | \$71.3 | \$78.4 | \$83.9 | \$85.2 | \$94.6 | \$101.5 | \$101.6 | \$109.0 | \$109.1 | \$109.0 | \$943.5 |
| SUNY | \$46.7 | \$48.6 | \$50.8 | \$52.2 | \$57.9 | \$62.6 | \$68.5 | \$70.4 | \$74.8 | \$79.2 | \$611.8 |
| STATE POLICE | \$26.9 | \$24.1 | \$25.9 | \$34.1 | \$35.1 | \$38.9 | \$64.6 | \$47.8 | \$74.2 | \$63.2 | \$434.8 |
| TRANSPORTATION | \$34.7 | \$28.8 | \$41.5 | \$29.9 | \$43.3 | \$46.1 | \$44.5 | \$35.9 | \$47.8 | \$60.2 | \$412.7 |
| COURTS | \$34.9 | \$35.5 | \$20.0 | \$13.6 | \$17.8 | \$18.0 | \$20.0 | \$22.5 | \$26.9 | \$30.8 | \$239.9 |
| CUNY | \$12.3 | \$10.3 | \$10.3 | \$11.7 | \$12.9 | \$15.2 | \$15.8 | \$14.9 | \$17.6 | \$19.6 | \$140.5 |
| CHILDREN & FAMILY | \$11.7 | \$12.3 | \$11.5 | \$13.7 | \$15.3 | \$15.8 | \$12.9 | \$13.1 | \$12.3 | \$11.0 | \$129.7 |
| DEC | \$4.4 | \$4.3 | \$5.1 | \$6.0 | \$6.6 | \$5.8 | \$6.1 | \$7.8 | \$7.9 | \$7.9 | \$61.9 |
| VETERANS' HOMES | \$4.3 | \$5.0 | \$5.2 | \$5.7 | \$6.4 | \$6.7 | \$5.9 | \$5.6 | \$6.7 | \$7.8 | \$59.3 |
| PARKS | \$4.4 | \$3.8 | \$3.9 | \$4.8 | \$5.2 | \$4.4 | \$4.5 | \$5.0 | \$4.9 | \$5.7 | \$46.5 |
| COMPTROLLER | \$3.4 | \$3.8 | \$3.3 | \$3.0 | \$2.6 | \$2.5 | \$2.6 | \$3.4 | \$3.7 | \$2.9 | \$31.1 |
| GENERAL SERVICES | \$1.7 | \$1.5 | \$2.3 | \$2.5 | \$3.3 | \$4.0 | \$4.5 | \$3.8 | \$3.3 | \$4.0 | \$30.9 |
| TAXATION & FINANCE | \$4.4 | \$1.1 | \$0.6 | \$1.6 | \$8.3 | \$6.7 | \$3.1 | \$1.5 | \$1.9 | \$1.6 | \$30.9 |
| LABOR | \$4.5 | \$3.4 | \$3.2 | \$4.3 | \$3.5 | \$0.8 | \$0.1 | \$0.1 | \$0.1 | \$0.1 | \$20.2 |
| HEALTH | \$2.2 | \$1.7 | \$1.5 | \$1.2 | \$1.8 | \$1.7 | \$1.8 | \$1.9 | \$1.9 | \$1.7 | \$17.4 |
| OTDA | \$2.5 | \$2.0 | \$1.3 | \$1.3 | \$0.6 | \$0.8 | \$0.7 | \$1.0 | \$0.8 | \$2.0 | \$12.9 |
| ALL OTHER AGENCIES | \$9.3 | \$7.7 | \$7.4 | \$8.1 | \$11.7 | \$11.0 | \$10.2 | \$11.8 | \$13.1 | \$14.5 | \$104.9 |
| STATEWIDE | \$442.4 | \$457.3 | \$477.4 | \$529.0 | \$611.2 | \$661.2 | \$716.1 | \$694.2 | \$761.2 | \$786.9 | \$6,136.9 |

Appendix B

Agency Overtime Hours – Annual Totals, 2009-2018

| Agency | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 10-Yr Total |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|
| OPWDD | 2,638,139 | 2,965,848 | 3,378,317 | 4,024,717 | 3,836,751 | 4,239,803 | 4,566,814 | 4,092,699 | 4,092,243 | 4,314,191 | 38,149,524 |
| CORRECTIONS | 2,775,403 | 2,819,161 | 2,888,396 | 3,256,812 | 3,134,687 | 3,491,550 | 3,810,404 | 3,922,277 | 4,260,240 | 4,311,263 | 34,670,194 |
| MENTAL HEALTH | 2,290,173 | 2,425,279 | 2,476,752 | 2,458,536 | 2,445,027 | 2,607,666 | 2,580,538 | 2,755,333 | 2,732,683 | 2,701,401 | 25,473,389 |
| SUNY | 1,342,439 | 1,350,440 | 1,411,322 | 1,436,002 | 1,363,333 | 1,466,690 | 1,600,174 | 1,636,702 | 1,831,485 | 1,927,479 | 15,366,066 |
| TRANSPORTATION | 1,105,164 | 901,985 | 1,270,583 | 872,383 | 1,243,178 | 1,323,187 | 1,266,730 | 997,118 | 1,325,064 | 1,653,329 | 11,958,720 |
| STATE POLICE | 443,590 | 357,892 | 360,017 | 462,116 | 472,124 | 523,720 | 848,809 | 620,351 | 980,491 | 834,680 | 5,903,789 |
| COURTS | 747,867 | 728,917 | 407,573 | 270,606 | 352,562 | 358,308 | 396,261 | 441,825 | 514,808 | 544,735 | 4,763,462 |
| CHILDREN & FAMILY | 351,014 | 356,363 | 321,519 | 383,779 | 402,301 | 412,184 | 334,261 | 341,806 | 312,333 | 273,155 | 3,488,714 |
| CUNY | 327,933 | 269,375 | 262,058 | 312,543 | 323,610 | 363,667 | 387,001 | 366,116 | 379,276 | 412,624 | 3,404,205 |
| VETERANS' HOMES | 137,282 | 154,678 | 158,718 | 177,015 | 188,622 | 192,672 | 166,390 | 155,035 | 182,118 | 208,051 | 1,720,581 |
| DEC | 107,430 | 102,087 | 123,906 | 124,647 | 129,648 | 111,899 | 117,434 | 149,430 | 152,043 | 151,820 | 1,270,343 |
| PARKS | 136,270 | 117,117 | 114,897 | 130,949 | 125,790 | 109,139 | 114,049 | 128,872 | 123,537 | 146,747 | 1,247,366 |
| GENERAL SERVICES | 51,579 | 41,630 | 62,763 | 66,145 | 88,655 | 113,457 | 132,018 | 104,760 | 94,674 | 109,799 | 865,479 |
| COMPTROLLER | 103,359 | 111,189 | 91,765 | 85,052 | 71,208 | 67,805 | 69,475 | 91,694 | 99,016 | 73,000 | 863,564 |
| TAXATION & FINANCE | 127,470 | 29,362 | 16,499 | 47,389 | 231,814 | 190,647 | 86,638 | 39,030 | 48,291 | 40,691 | 857,831 |
| LABOR | 126,591 | 95,254 | 83,324 | 114,036 | 89,300 | 21,578 | 2,987 | 2,716 | 3,853 | 3,542 | 543,180 |
| HEALTH | 58,995 | 45,198 | 38,158 | 31,047 | 44,460 | 41,053 | 43,854 | 45,573 | 44,400 | 40,188 | 432,926 |
| OTDA | 56,758 | 44,495 | 30,558 | 30,798 | 14,490 | 17,012 | 15,927 | 22,465 | 18,914 | 39,023 | 290,440 |
| ALL OTHER AGENCIES | 264,530 | 205,323 | 182,748 | 195,991 | 276,954 | 265,311 | 238,489 | 270,683 | 296,639 | 327,019 | 2,523,686 |
| STATEWIDE | 13,191,985 | 13,121,592 | 13,679,872 | 14,480,562 | 14,834,515 | 15,917,346 | 16,778,253 | 16,184,486 | 17,492,107 | 18,112,738 | 153,793,457 |

Appendix C

The following tables provide certain information on overtime and workforce in 2018 for agencies which are otherwise included in the figures within this report in the grouping “All Other Agencies.”

Summary of Overtime (OT) Usage - All Other Agencies, 2018

(Ranked by overtime pay as share of total agency pay)

| Agency | Total OT Hours | Total OT Pay (Millions \$) | OT Employees as Share of Agency Employees | Average OT Pay per OT Hour | OT Pay as Share of Agency Pay |
|--------------------------|------------------|----------------------------|---|----------------------------|-------------------------------|
| HOMELAND SECURITY | 34,590.8 | \$1.6 | 16.0% | \$45.29 | 3.5% |
| GAMING COMMISSION | 16,334.8 | \$0.8 | 13.4% | \$46.58 | 2.1% |
| MILITARY & NAVAL AFFAIRS | 30,052.6 | \$1.4 | 5.5% | \$46.54 | 1.6% |
| AGRICULTURE & MARKETS | 17,598.5 | \$0.6 | 6.2% | \$32.19 | 1.4% |
| DEPARTMENT OF STATE | 7,035.4 | \$0.3 | 5.4% | \$35.77 | 0.7% |
| EXECUTIVE CHAMBER | 1,730.9 | \$0.1 | 8.0% | \$36.80 | 0.7% |
| ATTORNEY GENERAL | 21,275.0 | \$1.2 | 3.8% | \$55.36 | 0.7% |
| INFORMATION TECHNOLOGY | 19,238.4 | \$1.1 | 2.5% | \$56.06 | 0.4% |
| FINANCIAL SERVICES | 7,165.9 | \$0.4 | 3.1% | \$50.20 | 0.3% |
| EDUCATION | 13,580.2 | \$0.5 | 1.9% | \$34.06 | 0.3% |
| CIVIL SERVICE | 1,798.0 | \$0.1 | 2.4% | \$35.96 | 0.3% |
| STATE INSURANCE FUND | 2,395.4 | \$0.1 | 0.9% | \$47.32 | 0.1% |
| VETERANS' AFFAIRS | 18.0 | \$0.0 | 0.1% | \$42.90 | 0.0% |
| EMPLOYEE RELATIONS | 4.7 | \$0.0 | 0.1% | \$28.39 | 0.0% |
| LIEUTENANT GOVERNOR | 0.0 | \$0.0 | 0.0% | \$00.00 | 0.0% |
| LEGISLATURE | 0.0 | \$0.0 | 0.0% | \$00.00 | 0.0% |
| OTHER AGENCIES | 154,200.5 | \$6.7 | 9.3% | \$43.27 | 1.0% |
| TOTAL | 327,018.9 | \$14.5 | 5.3% | \$44.45 | 0.7% |

Workforce Count - All Other Agencies, 2018

(average number of State employees)

| Agency | 2018 |
|--------------------------|---------------|
| INFORMATION TECHNOLOGY | 3,635 |
| LEGISLATURE | 3,324 |
| EDUCATION | 2,589 |
| STATE INSURANCE FUND | 2,282 |
| ATTORNEY GENERAL | 1,866 |
| FINANCIAL SERVICES | 1,381 |
| MILITARY & NAVAL AFFAIRS | 1,253 |
| HOMELAND SECURITY | 767 |
| AGRICULTURE & MARKETS | 648 |
| CIVIL SERVICE | 568 |
| GAMING COMMISSION | 546 |
| DEPARTMENT OF STATE | 534 |
| EMPLOYEE RELATIONS | 110 |
| EXECUTIVE CHAMBER | 100 |
| VETERANS' AFFAIRS | 85 |
| LIEUTENANT GOVERNOR | 8 |
| OTHER AGENCIES | 9,874 |
| TOTAL | 29,569 |

Note: Numbers may not add due to rounding.

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Prepared by the Office of Budget and Policy Analysis



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